



Project Director Capability Snapshot

A development-focused capability assessment for Infrastructure Project Directors

Leading major public infrastructure projects requires more than technical delivery. It requires strong leadership judgement, strategic oversight, and the ability to operate effectively across governance, commercial, and system interfaces.

The Project Director Capability Snapshot is a practical development tool designed to help Project Directors - and the leaders who support them - build a clear, shared understanding of leadership capability in context.

Built on the **Te Waihanga Project Director Capability Framework (PDCF)** the Snapshot provides a concise, evidence-based view of leadership capability across the areas that matter most for successful public infrastructure delivery.

The Capability Snapshot supports stronger leadership, better delivery confidence, and a sustainable Project Director pipeline.



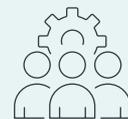
Leaders & SROs

- ✔ Make better-informed development decision
- ✔ Enable consistent leadership expectations
- ✔ Strengthen development conversations
- ✔ Target development investment
- ✔ Support succession planning



Project Directors

- ✔ Safe, structured reflection
- ✔ Balanced feedback
- ✔ Clear development priorities and actionable plans



Teams & Agencies

- ✔ Connected cohorts
- ✔ Improved delivery confidence
- ✔ Reinforced consistency
- ✔ Signals investment in people

Benefits

How it works

The Snapshot is a brief 180-style assessment process, completed by:

- the Project Director (self-reflection), and
- a manager and/or Senior Responsible Owner (SRO)

Who to Nominate	How to Nominate	Time Commitment
Project Directors or aspiring Project Directors with responsibility for major public sector infrastructure projects.	Email your (or your nominees) name, role and email to leadership.capability@tewaihanga.govt.nz	30 mins: Snapshot survey 1 hr: Development conversation with manager

Responses are combined into a personalised report that includes visual insights, narrative interpretation, and targeted development suggestions aligned to the PDCF.

Optional, Winsborough Development Support

Snapshot Feedback Conversation (\$676 +gst per participant)

Supporting individual(s) to reflect on their feedback and accelerate their understanding of how to leverage their strengths and target development opportunities.

Snapshot Cohort Session (POA)

Facilitated discussion on key themes and connections between a cohort's Capability Snapshot feedback, and the complexity of the role of Project Director, to lift the development discussion beyond individual reflection to collective learning and capability building.

Pilot offering

The Project Director Capability Snapshot is currently being delivered as a pilot.

- **Free for the first 50 participants**
- **Future delivery and pricing will be confirmed following the pilot**

Get involved

To nominate yourself, learn more, or discuss agency participation:

leadership.capability@tewaihanga.govt.nz